BRACTransition

Job Exchanges

References: DoD Priority Placement Program (PPP) Operations Manual, Chapter 4; DoD 1400.25-M, Civilian Personnel Manual, Subchapter 1705, "Operational Continuity During Closure"

If your base is closing and you're not eligible or ready to retire, you may have the opportunity to continue your DoD career by exchanging jobs with another employee. Although you might assume that no one would seek a job at a closing base, employees who are eligible, or will soon be eligible, for retirement may be interested since this program provides them a chance to leave the Federal Service sooner than would otherwise be feasible, and would qualify them for certain separation benefits.

If you're interested in a job exchange, your supporting human resources office (HRO) will register your position online in a system administered through the DoD Priority Placement Program (PPP). Non-closing installations are then required to publicize job exchange opportunities along with other vacancy announcements. If a DoD employee at a non-closing installation expresses interest in your position, his or her HRO will review your qualifications to determine whether you're qualified to perform the duties of the position currently held by the job exchange candidate. Both the closing and non-closing installations must agree to the exchange before formal offers can be made, and the closing installation is responsible for any reimbursable relocation expenses for both employees.

Job exchanges are allowed only when the two employees occupy positions at the same grade, and only if the employee being reassigned to the closing installation will be eligible for optional retirement or discontinued service retirement (DSR) on or before the closure date. If eligibility for the job exchange is based on DSR eligibility, the employee reassigned to the closing installation must remain employed there for at least 12 months before retiring. Additionally, employees must acknowledge in writing that they will remain in their new positions until released by the closing installation, and they will not be eligible for registration in the PPP in conjunction with the installation's closure.

If your position at the closing installation is not expected to last for at least 12 months after you are selected for the job exchange, you will not be eligible to participate in the program.

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